PARENTAL LEAVE

DATA ANALYSIS REPORT

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SUMMARY

Parental leave is a policy or provision that allows individuals to take time off from work to care for their newborn, newly adopted, or fostered child, or to care for a sick child or family member. It is a form of leave specifically designed to support employees in their roles as parents or caregivers.

Parental leave is essential for promoting the well-being of children, supporting gender equality, and enabling individuals to fulfill their responsibilities as parents while maintaining their professional lives. It has positive effects on families, workplaces, and society as a whole. The analysis of parental leave data shows a significant difference between the paid/unpaid and maternity/paternity leaves offered, indicating a huge disparity between the pay scale and the gender role respectively.

OBJECTIVE

We have been provided with a crowdsourced parental leave data from 1,601 companies across different industries, including paid/unpaid maternity and paternity leave weeks. Using this data-set we have to generate useful insights like which companies offer most parental leave, difference between maternity & paternity leave, distribution of leave and any noticeable differences between them.

SOLUTION

To address and curb the parental leave disparities organizations and companies should take comprehensive measures in order to ensure healthy work-life balance. By providing equal leave policies, increased leave duration, combatting stereotypes and biasness, flexible return to work arrangements and regular feedback reports would help the companies to promote a healthier work environment, thereby, increasing the productivity of the companies.

METHODOLOGY & PROJECT SCOPE

The dataset is crowdsourced from 1,601 companies across different industries. To make better analysis, data is effectively cleaned to make it more comprehensible. Each field/attribute is thoroughly studied. It is further analyzed by performing calculations and visualized by using pivot tables. The entire analysis is summarized in a dashboard for better understanding.

GOALS & KPIS

The primary goal of this project is to emphasize on gender equality, promote equal paid parental leaves so that the companies and organizations can build a more inclusive and harmonious work environment for its employees. Key Performance Indicators (KPIs) for this project includes:

1. To determine which companies offer the most parental leave.
2. To determine the difference between the maternity and paternity leaves offered.
3. To determine the distribution of parental leaves.
4. To determine any noticeable differences between industries.

CONCEPTS USED

The key approach used in the parental leave data analysis is mainly Excel based concepts.

1. Data Import: Excel allows us to import data from various sources, such as CSV files, databases, or other spreadsheet formats.
2. Data Cleaning: Excel provides tools to clean and prepare data for analysis. Here, we checked for blanks and used "Find and Replace" to correct errors or inconsistencies in the data.
3. Sorting and Filtering: Excel allows us to sort and filter data based on specific criteria. We sorted data on the basis of industries, maternity/paternity leaves offered for analysis. Filtering enables us to display specific subsets of data based on certain conditions or values.
4. Formulas and Functions: Excel's formula and function capabilities are essential for performing calculations and deriving insights from data. Functions such as SUM, AVERAGE, COUNT and IF are used in this analysis to calculate totals and perform conditional analysis.
5. Pivot Tables: Pivot Tables are a powerful feature in Excel for summarizing and analyzing large datasets. We created Pivot Tables to aggregate parental leave data, calculate top10

companies, distribution of leave, SUM and perform cross-tabulations. Pivot Tables allow for easy exploration and visualization of data.

6. <u>Charts and Graphs:</u> Excel provides a range of chart types (bar charts, line charts, pie charts, etc.) to visually represent data. By creating charts and graphs, we visually analyzed patterns, trends, and disparities in the data.

By leveraging these Excel concepts, we effectively analyzed, manipulated, and visualized parental leave data to gain insights, identify trends, and support evidence-based decision-making.

CONCLUSION

The detailed analysis of Parental Leave data unveils huge disparities between the pay-scale and duration for maternity and paternity leaves respectively. Out of 1,601 companies from various industries maternity leave is about **91%** whereas paternity leave is **9%,** Technology followed by finance sectors have emerged out to be the leaders in supporting and providing parental leave policies and benefits. Among all the industries, a significant difference between the paid/unpaid and duration for maternity/paternity leaves offered have been observed. The paid maternity & paternity leaves account for **64%** and **81%** respectively, indicating a huge disparity between the pay scale and the gender role respectively.

Overall, the analysis of parental leave data provides valuable information to organizations, policy-makers, and stakeholders interested in promoting work-life balance, gender equality, and the well-being of employees and their families. By drawing conclusions from the analysis, informed decisions can be made to improve parental leave policies, address disparities, and create a supportive environment for working parents.